

# Equitable Access To Effective Educators

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**KENTUCKY BOARD OF EDUCATION**  
**APRIL 1, 2015**

# Equitable Distribution of Teachers

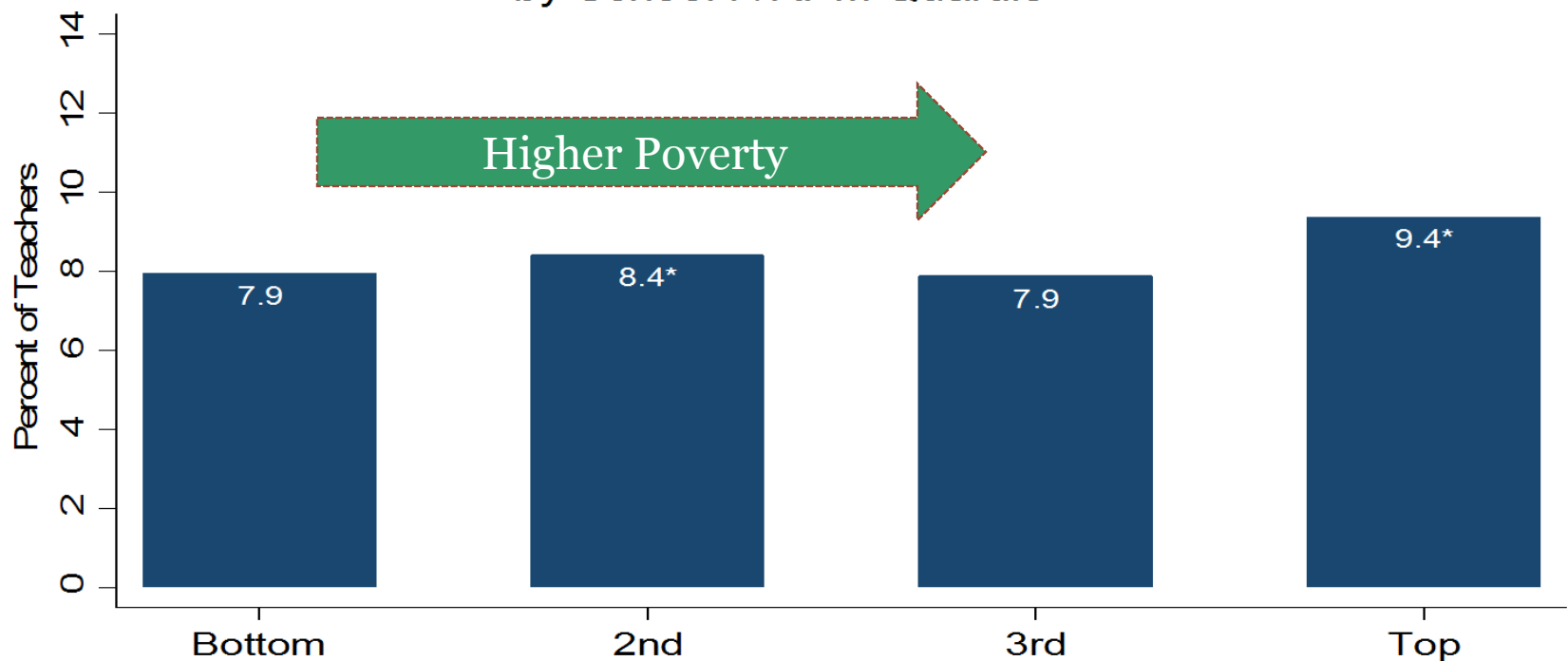
2

- NCLB requires states to have plans ensuring schools provide instruction by **highly qualified** instructional staff and to ensure that poor and minority children are not taught at higher rates than other children by inexperienced, unqualified, or out-of-field teachers.
- Currently, 99.70% of all courses in Kentucky are taught by highly qualified teachers. – EPSB 2013-2014

# Recruitment in High Poverty Schools

3

Share of Teachers Who Are New Hires  
by School F/RPM Quartile



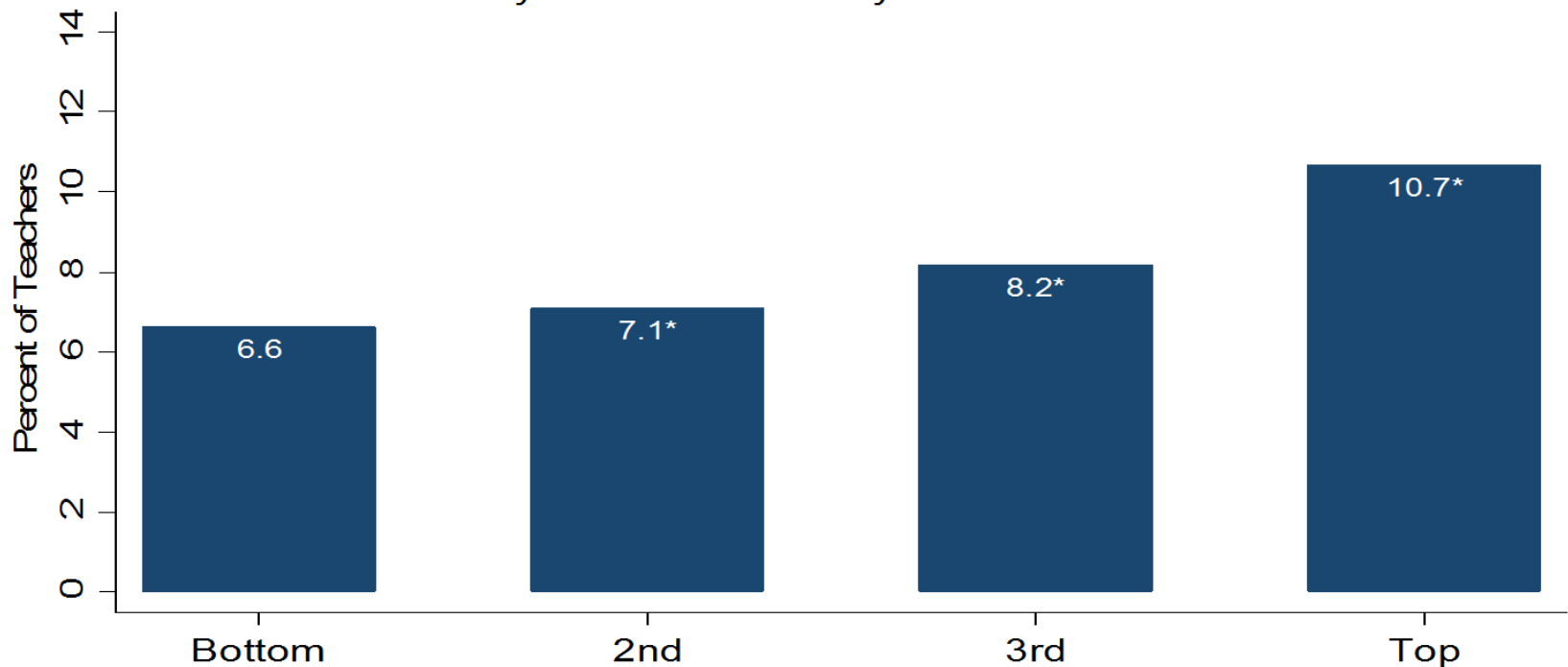
\*Significantly different from bottom quartile value, at the 95 percent confidence level.

Notes: Sample includes teachers with teacher job codes in traditional schools in the 2009-10 through 2011-12 school years, with 127,630 teacher years and 50,340 unique teachers. All data are from Kentucky Center for Education and Workforce Statistics.

# Recruitment in High Minority Schools

4

Share of Teachers Who Are New Hires  
by School's Minority Quartile



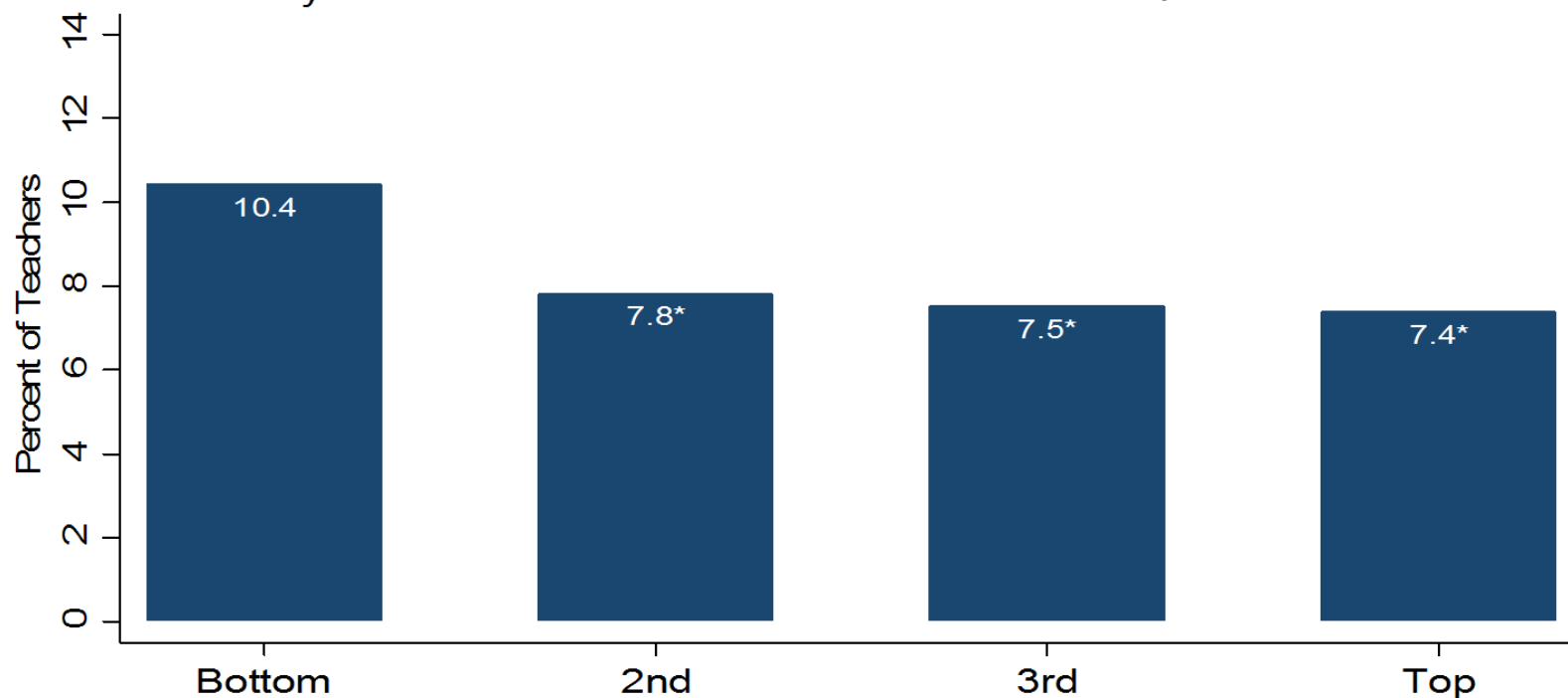
\*Significantly different from bottom quartile value, at the 95 percent confidence level.

Notes: Sample includes teachers with teacher job codes in traditional schools in the 2009-10 through 2011-12 school years, with 127,630 teacher years and 50,340 unique teachers. All data are from Kentucky Center for Education and Workforce Statistics.

# Recruitment in Lower Achieving Schools

5

Share of Teachers Who Are New Hires in Elementary and Middle Schools  
by School Math Standardized Test Score Quartile

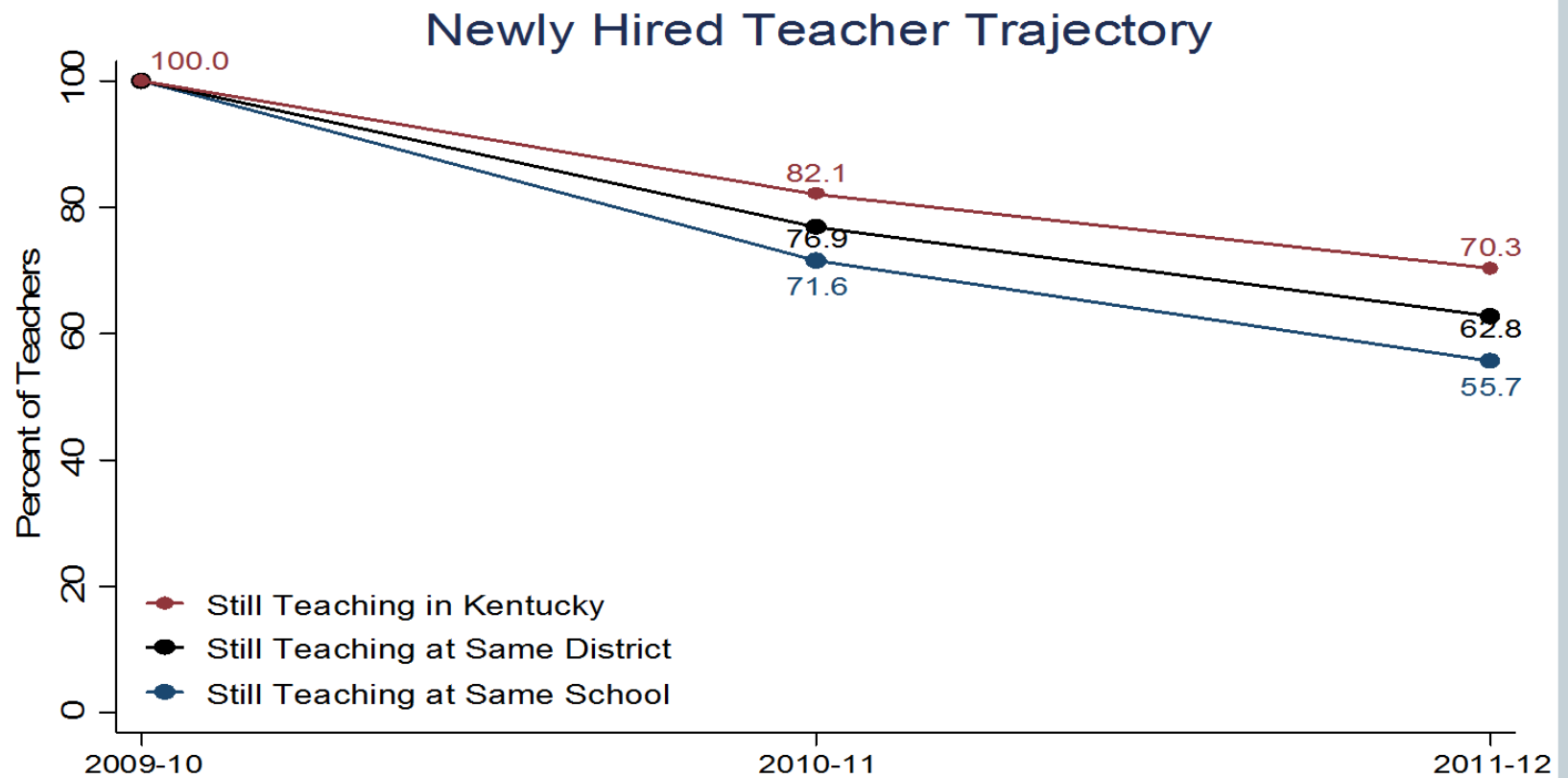


\*Significantly different from bottom quartile value, at the 95 percent confidence level.

Notes: Sample includes teachers with teacher job codes in traditional schools in the 2009-10 through 2011-12 school years, with 104,798 teacher years and 41,787 unique teachers. All data are from Kentucky Center for Education and Workforce Statistics.

# Retention/Turnover

6



Notes: Sample includes 3,542 traditional school teachers with teacher job codes in the 2009-10 school year. All data are from Kentucky Center for Education and Workforce Statistics.

# Components of Statewide Plan

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**1. Consultation** with stakeholders regarding the plan

**2. Identification** of equity gaps

- High New Teacher Turnover
- High Teacher Turnover in High-Needs Schools

**3. Root Cause Analysis** of identified equity gaps

- Working Conditions
- Teacher and Principal Preparation
- Recruitment and Hiring Practices
- Perception of the Profession

# Components (Continued)

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## **4. Strategies** to eliminate identified equity gaps

- Human Resource Management
- Ongoing Job-Embedded Professional Learning
- Fiscal Resources

## **5. Measures** to evaluate progress

- Working Conditions
- Overall Teacher and Principal Effectiveness
- Teacher and Principal Growth Rating
- Total percent of first-year and KTIP teachers in all schools
- Teacher Retention



# Components of Plan (Continued)

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## **6. Public reporting** on progress

- District/School Report Card